



# FACT SHEET

## U.S. Air Force Fact Sheet

### Air Force Negotiation Center (AFNC)

The Commander, Air University, Maxwell Air Force Base, Alabama and the Secretary of the Air Force Deputy General Counsel for Dispute Resolution (SAF/GCD) created the U.S. Air Force Negotiation Center of Excellence in 2005 via a Memorandum of Agreement. In 2013, the Director, Air Force Research Center and the SAF/GCD updated the Memorandum and established the Air Force Negotiation Center. Today, The AFNC is an integral part of the Air University's education team.

The Air Force established the negotiation competency requirement in its key leadership document, Air Force Doctrine One calling negotiation skills a "leading people" competency for "fostering collaborative relationships." Also, the Air Force engagement environment requires Airmen, whether enlisted, officer or civilian, to be proficient in adaptive negotiation skills, especially in cross-cultural environments. The Air Force considers negotiating a core leadership competency.

The AFNC's mission is to develop total force Airmen with adaptive conflict management, negotiation, and mediation skills to succeed in the dynamic, global AF mission. The AFNC offers in-residence instruction at Air University schools and colleges, as well as site-based or distance learning opportunities, ranging from introductory skills through advanced cross-cultural negotiating techniques.

The AFNC provides direct Professional Military Education (PME) support through Master's-level courses at Air War College and Air Command and Staff College. At the Squadron Officers School, Barnes Center for Enlisted Education, and other PME and Professional Continuing Education institutions, AFNC educators offer lectures, deliver exercises and simulations, and provide coursework on negotiation and leadership. The AFNC also supports many other Air Force and Joint military education venues. Within the Maxwell Air Force Base Community, AFNC delivers seminars and presentations, and conducts real-world mediations in support of the 42<sup>nd</sup> Air Base Wing Equal Employment Opportunity Office. These AFNC efforts and copyright free products include:

- *The Practical Guide to Negotiating in the Military* (2<sup>nd</sup> Ed) developed as the AF standard guide.
- An award winning AFNC website.
- Negotiation theory and cross cultural course syllabi from pre-deployment to graduate level.
- Nine-Module series of lectures and computer-based exercises used by the Air Force and Army.
- Joint Knowledge Online cross-cultural negotiation exercises.
- Bengalia paper-based multi-party negotiations scenario (Air War College leadership core course).
- The "Offer Game" and the "Pentagon Peer-Plexer" negotiating games.
- Air War College distance learning negotiation theory course.
- Award winning faculty support to Air War College electives and student research.
- Recognized by the SAF/GCD in 2010 for Alternative Dispute Resolution Instruction.
- Recognized with the 2013 SAF/GCD Alternative Dispute Resolution Small Unit Award.

More information and resources are available at <http://culture.af.mil/NCE/> or call 334-953-9544.